

Richard J. Kos
Mayor

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2019 DEC -5 PM 2:03
CITY COUNCIL
CHICOPEE MA

December 4, 2019

The City Council
Chicopee City Hall
272 Front Street
Chicopee, MA 01013

To the City Council:

Pursuant to Section 13 of the Chicopee City Charter, I have called a Special Meeting of the City Council to meet on Monday evening, December 9, 2019 at 7:00 p.m. at the RiverMills Senior Center-Garden Room, 5 West Main Street, Chicopee, MA 01020 to discuss the following topics:

1. To change the complement of Sergeants in the Police Department
2. To discuss the Supervisory Structure of the Police Department

Thank you for your time and consideration concerning this matter.

Very truly yours,



Richard J. Kos
Mayor



Notice of Meeting

(to be filed in duplicate)

Notice is hereby given in accordance with Chapter 30A, Sections 18-25 of the General Laws of a meeting of the:

City Council Special Meeting

Name of the board, Committee, Commission, Authority, Etc.)

The meeting will be held at:

7:00 p.m. on Monday,
December 9, 2019

The location of the meeting will be:

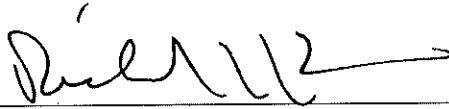
RiverMills Senior Center-Garden Room

Full description of location:

5 West Main Street, Chicopee, MA 01020

The purpose of the meeting:

1. To change the complement of Sergeants in the Police Department
2. To discuss the Supervisory Structure of the Police Department



Signature

Mayor

Title

December 4, 2019

(to be completed by signing authority)

Date and Time Received by the City Clerk's Office (electronic stamp)	Date and Time Received by the City Clerk's Office (electronic stamp)



CITY OF CHICOPEE
MASSACHUSETTS

^^

December 9, 2019

BE IT ORDAINED BY THE CITY COUNCIL THAT THE CODE OF THE CITY OF CHICOPEE FOR THE YEAR 1991, AS AMENDED, BE AND IS HEREBY FURTHER AMENDED AS FOLLOWS:

DELETE 77-1 (A) POLICE DEPARTMENT IN ITS ENTIRETY AND REPLACE WITH FOLLOWING:

77-1 (A) POLICE DEPARTMENT

THE POLICE DEPARTMENT OF THE CITY OF CHICOPEE SHALL CONSIST OF ONE (1) CHIEF, FIVE (5) CAPTAINS, SEVEN (7) LIEUTENANTS, SEVENTEEN (17) SERGEANTS, NOT MORE THAN ONE HUNDRED TWENTY (120) PATROLMEN, SUCH NUMBER OF RESERVE PATROLMEN AS PRESCRIBED BY CHAPTER 314 OF THE ACTS OF 1986 (MGL C. 147, SECTION 11 AND 12), AND SPECIAL OFFICERS AS FROM TIME TO TIME BE APPOINTED.

Introduced by:

City Council Action:

Presented to the Mayor for Approval.....

Date

Approved.....

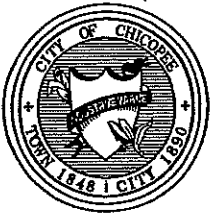
Date

Mayor

Returned to City Clerk.....

Date

Attest.....City Clerk



CITY OF CHICOPEE
MASSACHUSETTS

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Introduced by:

City Council Action:

Presented to the Mayor for Approval.....
Date

Approved.....
Date

Returned to City Clerk.....
Date

Attest.....City Clerk



The City of Chicopee

110 Church Street
Chicopee, MA 01020
(413) 592-6341

CHICOPEE POLICE DEPARTMENT

William R. Jebb
Chief of Police

December 3, 2019

The Honorable Richard J. Kos
City Hall
Mayor's Office

Dear Mayor Kos,

I respectfully request a review of our Supervisory structure.

While the needs of the community have expanded, the responsibilities on the Chicopee Police Department have grown. To maintain the Chicopee Police Department's level of commitment to public safety and to best serve our citizens, I believe a number of essential changes are needed to perform these services in the most professional and accountable manner.

I respectfully request to increase the police department's compliment of Sergeants to Seventeen (17). The addition of these front line supervisors will allow the department to expand programs, bolster the accountability of the current patrol compliment and to initiate a new C 3 policing program.

The recent lease agreement at 35 Center St. for a new, larger front line Community Policing Sub Station, makes this time the perfect time to initiate these changes. The new C3 unit, along with the uniform walking beats, will utilize the new Sub Station. The Substation will be an active and functional part of our department's initiative. The Sub Station will be an integral part of the Center of Chicopee.

Currently, the top command Staff, Police Captains, are assigned to each of the three (3) Patrol Shifts and the Investigations Unit. Recently, one Captain was pulled from the midnight patrol shift to take over Research and Development. The Captain assigned to Research and Development is responsible for IT, training, grants, Policies & Procedure updates, Rules & Regulation updates and moving the department towards accreditation.

With the changes requested, I envision a better, more responsive Progressive and Proactive police department. While expanding the department's responsibilities, I want to expand the accountability and transparency of the department. The additional Sergeants and the redefining of the lines of authority will increase accountability. Under the new lines of authority, all of the police responsibilities will be divided and assigned to one of the department's top command staff. Each Captain will have greater autonomy and well defined responsibilities.

My proposal includes assigning the four Captains to head Divisions. Each division will have well defined responsibilities. Each Captain will be assigned subordinate supervisors and police personnel to accomplish

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the tasks required of them. For example, one Captain will be responsible for the Uniform Division. The Uniform Captain will have Lieutenants assigned to him. A Lieutenant will command each of the three uniform shifts. The Captain will ultimately be accountable for these three shifts. The Uniform Sergeants will continue to be front line supervisors. With a smaller span of control the Sergeants will be able to have more direct supervision. The well-defined chain of authority for each Captain will allow for better accountability.

Two of the additional Sergeants positions are necessary to maintain uniform direct line supervision while restructuring the chain of authority and assigning captains to take over divisions.

The third additional Sergeant will oversee the brand new C3 policing initiative.

Overview of C3 policing-

"C3 policing or Counter Criminal Continuum Policing is a modification of counter-insurgency ("COIN") methods used by U.S. Army Special Forces and adapted for use by civilian law enforcement agencies. The C3 policing model was created and developed by Michael M. Cutone. This model is currently being implemented through a partnership between the Springfield, Massachusetts Police Department and a team of Massachusetts State Police (MSP) troopers (designated as the Massachusetts State Police Special Projects Team) to implement C3 policing methods in order to control criminal street gangs and illicit drug networks in the North End section of Springfield." (Credit-Wikipedia)

C3 policing is grass roots, community based, and problem specific policing model. The premise is to meet with Community leaders, business owners, and residents and work collaboratively. The communication allows for the Community to be part of the initiative.

I have met with Trooper Cutone who helped develop C3 policing in Springfield. Trooper Cutone is willing help train our C3 unit to get the program up and running as soon as possible.

Attached is the proposed chain of command which includes the requested new sergeants. The request of resources would allow for more community engagement and strengthen communication between the command staff. The Chief of Police and/or the Deputy Chief will hold weekly meetings with the Division Commanders, Captains. These meeting will allow for a greater flow of information, ideas, needs and accountability.

Thank you for your time and for your dedication to the public safety of the City of Chicopee.

If there's any additional information requested please let me know.

Respectfully,



William R. Jebb